



Title: I, Payroll/Personnel Manual

Chapter:

Bulletin: Title I, 04-1, Change In Hourly Overtime Rate

Date: January 20, 2004

To: Holders of the Payroll/Personnel Manual

As a result of Section 1121 of Public Law 108-136, enacted November 24, 2003, (which amended Section 5542(a)(2) of Title 5, United States Code), employees whose hourly rate of basic pay (including any applicable locality-based comparability payment and/or any applicable special rate of pay) exceeds the minimum overtime rate of pay for a General Schedule (GS)-10 employee are now able to collect their basic rate of pay as payment for overtime worked. This generally occurs with GS-12, Step 6, and higher employees.

The National Finance Center (NFC) will implement this change in overtime pay effective Pay Period 25, 2003, (December 14, 2003, through December 27, 2003). Because of the November 24, 2003, effective date, it will be necessary to make retroactive payments to eligible employees that earned overtime in Pay Period 23, 2003, (after November 23, 2003) and Pay Period 24, 2003. NFC will work with your agency Committee for Agriculture Payroll/Personnel System (CAPPS) representative on the processing of retroactive overtime payments. **NOTE:** The above change in overtime regulations has no effect on the biweekly pay limitation on premium pay, the annual limitation on premium pay (for emergency work), or the aggregate limitation on pay.

The applicable procedures, which are available online at the NFC Web site, are being updated to include the information in this bulletin. To view and/or print these procedures, go to the NFC home page (www.nfc.usda.gov) and click the **Pubs & Forms** icon. At the Pubs & Forms page left-hand menu, click *List by System Acronym*, then search for the applicable procedures on the list provided.

For questions about policy/regulations, contact your Agriculture Payroll/Personnel User Group representative or CAPPS representative. Please refer questions about overtime payments to the Payroll Operations Branch at **504-255-4630**. Refer questions about this bulletin to **504-255-5322** or nfc.pvct@usda.gov.

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